

Contentious issues a test of University's ability to define its values

At General Faculties Council (27 November), the Chair, Paul Davenport, gave the following prepared statement on two matters that have caused "heat waves" across campus.

During the last several weeks two issues have provoked discussion on campus regarding the role of women at the University. I refer to our rules with regard to the hiring of academic staff, and recent student publications and posters in

Engineering and Law.

Members of GFC will recall that on 22 September *Folio* published a letter from me to Professor Doris Badir, Equity Advisor to the President, which dealt in part with our approach to the hiring and employment of both academic and nonacademic staff. The letter set out our four principles: non-discriminatory employment practices; hiring and promotion policies based only on qualifications; an aggressive policy

of seeking applications from under-represented groups; and a fair structure of job classification and pay.

In light of recent debate in *Folio*, I think it is vital to underline the third of these principles, with regard to academic hiring and female staff: we at the University of Alberta are committed to an aggressive policy of seeking female candidates for positions in academic units in which females are significantly under-represented.

At the same time, we assure all applicants that the best qualified applicant will be offered the job. This policy is supported by all of our senior academic administration, including the President, the Vice-Presidents, and the Deans.

On a personal note, I should like to congratulate the former Chair of the English Department for her efforts to seek out female candidates for positions in that department. Those selected for the positions were chosen solely on the basis of their academic qualifications, and I welcome them warmly to the University. Last year there were 78 new appointments to the academic ranks; of these, 29, or 37 percent were women. It is a pleasure to welcome all of the groups, women and men, to the University of Alberta, and wish them every success in their academic careers.

I turn now to recent student publications and posters in Engineering and Law. Like many in our community, I found the material offensive. More importantly, however, I believe it is destructive of the effort of so many in our community to build an environment in which women are full and equal participants in all aspects of university life, an effort to create and preserve a true community of students and scholars, in which we are judged by the quality of our ideas and our creations, and not by personal characteristics such as gender, race, or disability.

I offer as an example the superb efforts of staff and students involved in the WISEST group (Women in Scholarship, Engineering, Science and Technology), who are encouraging women on our campus and in Edmonton high schools to consider careers in scholarly pursuits, including science and engineering. We send an unfortunate message to those women when a publication bearing the University of Alberta name delivers an insulting, degrading message about the role of women on campus and in society.

In my view this is not an issue of free speech, but of the ability of the University community to define its values. No one doubts the right of

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FOLIO

University of Alberta

7 December 1989

Senate Task Force calls for commitment to public relations on the part of senior administration

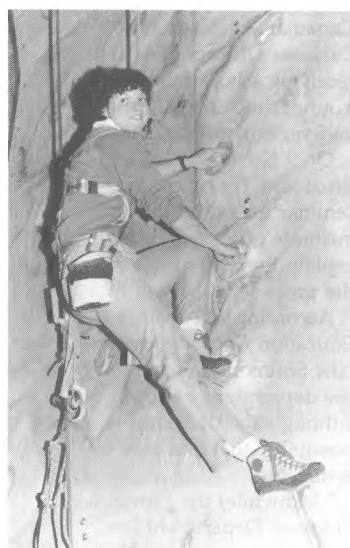
As *Folio* was going to press, the Senate Task Force on Public Relations released its draft report (1 December). The 60-page document contains 17 recommendations, the implementation of which, in the opinion of the task force, "would result in a greater understanding

and appreciation of the University of Alberta."

The recommendations are based upon these "primary needs" which were identified by all key publics:

- Of fundamental importance is the need for a commitment to public relations by the President and senior administrators of the University; a commitment to a planned marketing approach, which includes a commitment of financial and human resources.
- There is a critical need for the University to raise its visibility.
- Innovative solutions are needed to address a persistent concern which was seen to be responsible for much negative feeling: the difficulty of physical access to the campus.
- It is considered imperative for the University to take the initiative in improving communication with each of its key publics.

Folio will report on the recommendations and on other Senate news next week. □



The new climbing facility in the Butterdome is the largest indoor modular wall in the country. It will be the venue for the Canadian National Sport Climbing Championships, 8 to 10 December. Here, Glenda Hanna (Physical Education and Recreation) inches her way upward.

Public Affairs

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- More research, development of theory essential if society to better understand child abuse

U of T professors argue that proposed GST rebate doesn't address incentives for investment in people and ideas

Three University of Toronto economics professors say the federal government's proposed Goods and Services Tax may leave the university/college sector paying the same amount of taxes as it had before the GST.

But, they say, the proposed rebate scheme does not address the issue of incentives for investment in people and ideas.

"It is simply an expedient recognition that these institutions do not have the resources to pay the increased cost of being 'tax exempt', and they cannot unilaterally increase the price of their services," say David Nowlan, Thomas Wilson and David Stager.

In their brief recently submitted to the Standing Committee on Finance, the authors argue that the incorporation of the tax exempt category suffers from a "lack of fundamental logic." Instead, the authors say, universities and

colleges may be better off if they were taxable like most other sectors. "Students would be charged GST on their tuition fees and the institutions would be given refundable credits for GST paid on supplies. But this is not a feasible solution if governments are unwilling to allow fees to rise, or if the higher costs of tuition could not be offset by grants or tax rebates to students," the authors say.

The authors contend that the tax exemption actually worsens the situation. "Because purchases for research purposes are exempt from the present federal sales tax, universities across Canada do not pay tax on such things as books and journals and laboratory and other research equipment. Under the proposed rebate scheme, however, the same rebate percentage will apply across the whole university and college sector," they say.

And, as a result, the authors argue, reiterating other similar concerns expressed, "the distinction between research activities and other activities will be lost, and in effect additional taxes will be levied on the more heavily research-oriented institutions that previously had a high proportion of tax-free purchases.

"The proposed scheme thus not only denies an equal incentive to investment in research and researchers, it in fact imposes an extra financial burden on this investment," the authors say.

As have Canadian Association of University Teachers and Association of Universities and Colleges representatives, the U of T professors warn that additional administrative costs will be incurred as a result of the complexities of categorizing and tracking the use of taxable supplies.

Again, echoing CAUT and AUCC concerns, the professors say there are still some unanswered questions: Will fees for noncredit courses and continuing education be taxable? Will taxes on supplies for these activities be refundable? And how will patented and copyrighted research used by the private sector be treated under the GST?

The professors, while acknowledging that the existing federal sales tax is outdated and encourages consumption and production decisions that are inefficient, maintain that "the federal government's aim should be to increase investment in education and research by reducing their costs, just as it aims to increase investment in physical capital by reducing the cost of capital goods."

One way of assisting in that goal,

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University strikes committee to look at potential GST impact

A steering committee, headed by Comptroller Louis Jamernik, has been struck to assess the financial and administrative impact the federal government's proposed Goods and Services Tax will have on the University of Alberta. The steering committee will be looking at the potential impact on the University's operating, capital, research and ancillary units.

The steering committee will also be advising the President and Vice-Presidents on a course of action; setting up general guidelines for the University to deal with implementation and compliance with the new tax regime; setting up accounting and administrative procedures and setting up support and information structures.

A subcommittee will calculate a preliminary estimate of incremental costs that the University may face as a result of the proposed GST.

"It is our understanding that the federal government is considering amending some of the existing guidelines as a direct result of the recommendations from the House

of Commons' Standing Committee on Finance," Jamernik outlined.

As part of the process, the U of A will be working with the Canadian Association of University Business Officers (CAUBO) and receiving advice from Ernst and Young, the Auditor General's agent and various external auditors.

On 9 November, officials with Ernst and Young conducted a seminar for senior university business officers on campus to explain their interpretation of how the proposed GST will function.

According to Advanced Education Communications Officer Jane Simmons, no specific study in the department has been initiated, although she did not rule out the possibility that one may be conducted.

Meanwhile, the Provincial Treasury Department has completed a paper on the general impact anticipated by the province should the GST be implemented. That document, however, has not specifically addressed the issue from the standpoint of universities and colleges, Simmons said last week. □

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The Meech Lake Accord: University of Alberta perspectives

Distinct society clause: recognizing the obvious or disaster in the making?

The most contentious issue arising from the proposed Meech Lake Accord is undoubtedly the "recognition that Quebec constitutes within Canada a distinct society." Is it simply a recognition of the obvious, or is it a tool by which the province can ultimately gain *de facto* independence?

This is one of the elements of the Accord that's of crucial importance to Quebec, says Allan Tupper (Chair, Political Science) "and I don't think it will bring us to ruin."

However, while Gurstan Dacks (Political Science) agrees that the clause is vitally important to Quebec and "the price we have to pay for their participation," the unfortunate aspect is that the clause will be "open to the unpredictable vagaries of judicial interpretation."

Dale Gibson (Law) says it's desirable that the recognition of Quebec as a distinct society occur. He calls the 1981 constitutional agreement a "stain on Canadian constitutional history" and says it must be rectified. He points out that the Meech Lake Accord doesn't say that Quebec is the "only" distinct society in Canada.

Ken Munro (History) says the clause is really interpreted in two profoundly different ways. Within Quebec, people view the clause as a powerful instrument in promoting nationalist goals, while in English Canada the Prime Minister is suggesting that the clause is "really nothing," says Munro. "No one really knows how it will be interpreted and it depends on the courts," he says.

One of the more disturbing aspects of the clause, says Munro, is the possibility that the clause may supercede Charter rights. Dr Gibson is nervous about this aspect as well. He asserts the clause does not permit the Charter to protect individual rights. It's placed in an early and prominent place and it's clear it's meant to supercede the Charter, he says, adding that "some people say they should be read together; if that's the intention they should say that's the case."

But Dr Dacks points out that the Government of Quebec would not necessarily have to use the distinct

society clause to override individual rights. That could be accomplished with the use of the notwithstanding clause in the *Constitution Act, 1982*. He notes with some irony the willingness to accept the distinct society clause, with all the doubts pertaining to its meaning, and yet aboriginal self-government was not entrenched in the Constitution only a few short years ago because of the concerns about what that clause meant.

In evidence given before the 1987 Special Joint Committee of the

Senate and House of Commons on the Accord, the most controversial issue revolved around whether or not the distinct society clause might be used to override Charter rights. Committee members concluded that the fears were not justified. "We do not believe that the entrenchment of this clause will in any realistic way erode the present constitutional protections of individual rights, including gender equality rights," committee members reported.

Moreover, says Peter Meekison, Vice-President (Academic), who

submitted a brief to the committee, "Nobody knows, but my own view is that the clause neither undermines the Charter nor confers special status." He points out that three provincial reviews argued that special status would not be created.

Dr Meekison points out that Quebec's distinctiveness has already been given constitutional recognition at least as far back as 1867. "To me, Meech Lake is a 1989 manifestation of that principle—it is not special status." □

Proposed amending formula criticized by experts

NWT, Yukon left sitting on northern snowbank

Yukon Government leader Tony Penikett wonders why, should the Meech Lake Accord be approved, the rules for creating new provinces have changed?

Addressing the Special Joint Committee of the Senate and House of Commons established to review *The 1987 Constitutional Accord*, Penikett said, "What was wrong with the method by which the present ten joined confederation? Prior to 1982, the door was open to us. Since 1982, it has been shut. Now in 1987, it has been barred."

Penikett is not alone in his views. Many University of Alberta analysts agree that the unanimous consent provision in the Accord is highly discriminatory. According to Dale Gibson, "this is the most unconscionable feature of the Accord." He says that provision effectively takes away rights of self-determination from the territories.

He describes some politicians' stated willingness to agree to future provincial status for the territories as "balderdash." He notes that "BC has had its eyes on the Yukon since the 1930s," and the creation of new provinces may not be viewed favorably by Quebec.

Ken Munro agrees. The rigid amending formula will make the creation of new provinces impossible, he says.

Allan Tupper says this is one of the most deeply troubling aspects of the Accord and more work needs to be done on it.

Gurstan Dacks points out that the real insult to the territories came in 1981-82, when several provinces argued for a say in the creation of new provinces or the extension of provincial boundaries.

The Accord proposes that some matters now subject to the seven provinces formula would require unanimous consent of all governments. Those areas would include: representation in the House of Commons; the powers of the Senate and the method of selecting senators; representation in the Senate and the residence qualifications of senators; the extension of existing provinces into the territories and the establishment of new provinces, and changes to the Supreme Court of Canada, other than the composition of the court.

Dr Dacks says these proposals "are dangerously rigid, have to serve us through the ages and really tie the hands of our constitutional descendants. The range of subjects requiring unanimity has to be rethought," he says, adding that we will likely have to go to great lengths to circumvent the wording of the constitution should the formula be

approved.

"We already have one of the most rigid amending formulas," says Professor Gibson, adding that the proposals would make it even more rigid. Professor Gibson, who believes the Senate is a "silly institution", argues that Premier Don Getty "has really shot himself in the foot" by agreeing to unanimous consent for reform of the Senate.

Dr Munro agrees that the unanimity clause dooms Senate reform and points out that the amending formula had already been thoroughly discussed during the 1981-82 period. He adds that unanimity will be increasingly difficult to obtain, since there will always be provinces willing to tie their consent to their particular local issues that they want to satisfy.

Peter Meekison, Vice-President (Academic), points out that Senate reform would be difficult under any circumstance and would not proceed without Quebec's participation. He notes that the "myth that unanimity is impossible to achieve is not substantiated by history. The Unemployment Insurance Amendment of 1940 and the amendments affecting pensions in 1951 and 1964 are three examples," he says. □

The Meech Lake Accord: University of Alberta perspectives

The death of Meech: will it have catastrophic consequences?

Despite some present-day trends and fashions, I do not—I cannot—imagine a Canada without Quebec, or a Quebec without Canada . . .

former Manitoba Premier Duff Roblin
quoted in the 1960s.

While Roblin's views may still be echoed in the 1980s, there seems to be mounting evidence to suggest that many Canadians inside and outside the province of Quebec can envision a Canada without Quebec and a Quebec without Canada. The question is: Will the proposed Meech Lake Accord satisfy the concerns of English-speaking Canada and the demands of the often cast enfant terrible?

The provisions of the Accord will not satisfy significant sectors of

English-speaking Canada, says Ken Munro (History), and will only lead to further frustrations on both sides.

"One thing Quebecers haven't grasped yet is that English-speaking Canada is not monolithic," he says, noting that the West is now a more significant player at the constitutional table and thus makes accommodation more difficult. "The death of Meech will signify that."

Dr Munro believes the demise of the Accord will not mean the end

of Canada and he points to a number of other constitutional conferences which have ended in failure.

Allan Tupper (Chair, Political Science), however, believes the Accord should be ratified. Although Dr Tupper is highly critical of the process, he says there are a number of progressive elements in the Accord and "by Quebec standards, we cannot claim that these [provisions] are overly demanding." He adds that Quebec Premier Robert Bourassa will have his hands full if the Accord dies.

Dale Gibson (Law) says he doesn't "see Meech as being excessively pro-Quebec or pro-region," but "unless there's a miracle before Spring, it's dead." Either way, the situation will be exploited by the Parti Quebecois, he notes.

Peter Meekison, Vice-President (Academic), says Quebec's demands "are very modest and

reasonable." He adds that the arguments for national unity outweigh the specific criticisms of the Accord.

While Gurstan Dacks (Political Science) sees some unfortunate aspects of the Accord, they're not sufficient grounds on which to oppose the Accord. "It's a flawed document, but that's the price we have to pay for Quebec's participation," he says. He, too, believes it would be very difficult for Bourassa to retreat on any of the five main points, without it having negative political consequences in his own province.

He believes the constitutional impasse is much more serious than when constitutional talks broke down in Victoria in June 1971. The Victoria Charter was rejected by the then Premier Robert Bourassa. Quebec now has a well-educated population, resources and pools of investment capital to go it alone, argues Dr Dacks. □

Immigration clause a non-issue with most experts

The entrenchment of immigration agreements between the Government of Canada and the Government of Quebec in the constitution is "totally non-controversial."

And, says Gurstan Dacks, this is simply a way of giving assurances to the province which has legitimate demographic concerns.

"For any group to have confidence in its future, it has been able to decide on questions of demography—it's essential that the group have that ability," says Dr Dacks, who sees a trend towards the growing prominence of collective rights in the country.

Dale Gibson says he doesn't have a problem with the Meech Lake Accord's immigration provisions. He says the province has a significant problem and in the past its linguistic efforts have been undercut by immigration patterns. It's really a provision to ensure that those efforts aren't going to be undone, he says.

"All Meech Lake does is constitutionalize agreements

worked out in the past," says Dr Gibson.

The crucial agreement, in Quebec's view, is the 1979 Cullen-Couture Agreement. The agreement gives the province a guarantee that "Quebec will receive a number of immigrants, including refugees, within the annual total established by the federal

government for all of Canada proportionate to its share of the population of Quebec, with the right to exceed that figure by five percent for demographic reasons."

Quebec's desire to entrench these provisions is really meant to ensure that the agreement could not be overridden by Parliament's legislative power.

Ken Munro notes that immigration has always been a shared area of jurisdiction between the provinces and the federal government. He says that section shouldn't be a problem as long as immigrants continue to have the freedom to move freely within the country. □

Meech proposals for appointments not big concern

There's nothing wrong with greater provincial involvement in the Senate and Supreme Court appointments, says Allan Tupper. In fact, it's in keeping with the spirit of federalism, he asserts, adding there will always be partisan dimensions in the process. Rather than speculating on the "what ifs", the focus should be on the principles, he says.

Nor does Gurstan Dacks see the appointments provisions in the proposed Meech Lake Accord as overly dangerous. "The Senate and

the Supreme Court are, to a significant degree, federal institutions," he says, and "just as it would be improper for one team to select the referees, one order of government shouldn't solely make the appointments."

However, Ken Munro would rather the matter be left as is until a more comprehensive package of reforms is agreed upon. He asks what will happen in the event of a conflict between federal and provincial governments. "There's no mechanism to resolve conflicts,"

he says.

Dale Gibson suspects the appointment problems raised by Territorial residents are the result of a drafting error. More troubling, says Professor Gibson, is that the Accord proposes to lock in the number of Supreme Court judges, freezing it at nine. "Meech Lake would require unanimous consent of all the provinces to make changes," he says, and that would make it difficult to increase the number of Supreme Court judges for an already overworked court. □

The Meech Lake Accord: University of Alberta perspectives

Federal spending power reined in, or simply constitutionalized?

Could the provinces take federal money earmarked for day care centres and instead build roads? And if the Meech Lake Accord passes, would truly "national" programs ever be possible again?

According to the proposal, the federal government "shall provide reasonable compensation to the government of a province that chooses not to participate in a national shared-cost program that is established by the Government of Canada . . . if the province carries on a program or initiative that is compatible with national objectives."

That section, says Ken Munro (History), is very dangerous. "The

provinces have demonstrated in the past that they are most capable of abuse," he says of past cost-sharing arrangements between the federal and provincial governments.

Two such areas where the provinces have abused the agreements are secondary education and language training, says Dr Munro. "In many cases they've used the money in other areas; the simple fact is that the provinces will use it as they see fit in their political interests."

Allan Tupper (Political Science), however, believes that the wording of the section is such that "major initiatives are still possible." But as well as believing that the clause



will not create undue impediments to the creation of national cost-shared programs, Dr Tupper sees another positive aspect of the clause. "This is the clearest constitutional recognition of the federal spending power," he says, adding that some analysts may see the constitutional entrenchment of the clause as an enhancement of that federal spending power.

Peter Meekison, Vice-President (Academic), says the spending power provisions are "neither unreasonable nor unrealistic in a federal system." And, he adds, "For one thing, the spending power clause refers to areas of exclusive provincial jurisdiction."

Dale Gibson (Law) believes there's some room for tightening up that section of the Accord. "It

may be that 'national objectives' provide adequate protection, but that's not a major concern." He adds that the pattern of opting out of cost-sharing arrangements has already been established by Quebec.

Gurstan Dacks (Political Science) says the wording ensures that a "determined" federal government could still prevail. He, too, raises the past example of federal postsecondary education funding to the provinces, but adds that if the federal government wants the money to be spent on postsecondary education, it ought to be able to do that.

"There's also the argument that provincial governments are elected by their people and are accountable to them," he says. □

An historical perspective on 'distinct society'

The distinct society clause gives Anglophone demagogues an extraordinary argument to use against the implementation of bilingualism, says Claude Couture (Faculté Saint-Jean).

But while Dr Couture sees the clause in the proposed Meech Lake Accord as largely symbolic to Quebecers, he questions whether the clause is necessary at all. He points out that with or without the distinct society clause, Quebec was able to use the notwithstanding clause to enable it to implement Bill 178, the province's controversial sign law.

Dr Couture explains that the intellectual origins of the concept of distinct society can be found in the work of sociologists Horace Miner, who studied the community of St Denis, and Evert Hughs, who looked at the community of Drummondville, in the 1930s.

These men, members of the Chicago School of Sociology, both argued that despite the forces of industrialization and urbanization, Quebec remain essentially a folk or traditional, rural culture.

Since the 1960s, three competing visions of Quebec emerged: the Trudeau vision; the liberal-provincial vision and the vision of an independent Quebec, Dr Couture explains. The latter two, he says, are linked to the concept of distinct society.

"I don't share this pre-1960s view of Francophone society," he says. He argues that in fact Quebec bore many similarities to the rest of North American society. He points to the existence of the province's national bank, to a small, but influential French Canadian bourgeoisie and to the existence of *La Presse*, a popular, mass distribution newspaper, committed to the ideas of progress.

"I'm not saying that the Church wasn't important, but it was not alone," he says, adding that Quebec was in many ways a complex society and not a distinct society. So, on sociological grounds, the distinct society clause is unacceptable, he argues.

Dr Couture also laments the Quebec media's reluctance to portray a more balanced representation of events in English-speaking Canada. "The Quebec media presents the dinosaurs in the Reform Party, but they never talk about those who favor bilingualism," he says, noting the growing acceptance of bilingual education in English-speaking Canada.

Nor can you find a single journal or journalist in Quebec today defending the Trudeau vision of the country, he says, adding that the Meech Lake Accord and the last provincial elections are the result of the defeat of the Trudeau vision. □

ACTIVITIES

Nancy Lovell (Anthropology) was a participant last month in a seminar on the bioanthropological sciences in Egypt, held by the Kasr el Einy Faculty on Medicine at Cairo University, cosponsored by the Bioanthropology Foundation. Earlier this month, she was elected president of the Canadian Association for Physical Anthropology at the association's annual meeting held in Vancouver . . . **P Krishnan** (Sociology) participated in the Chaire Quetelet Seminar on Revolution et Population organized by the Institute of Demography, Université Catholique de Louvain, Louvain-la-Neuve, Belgium. He contributed a paper, jointly prepared with AKM Murun Nabi, doctoral candidate in Sociology, on the political demography of the emergence of Bangladesh . . . **Laura Manz, Deborah Kully and Einer Boberg** (Institute for Stuttering Treatment and Research) presented a paper on "Long-term Outcome Data for Stutterers and Neuropsychological Predictors of Success" at the national convention of the American Speech-Language-Hearing Association, 17 to 20 November in St Louis, Missouri . . . The 17th Le Sueur Memorial Lecture was delivered by **Raymond Lemieux** (Professor Emeritus of Chemistry) 15 November. The Canadian Section of the Society of Chemical Industry is the sponsoring body.

GFC

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students as individuals to write and read what they like in their private lives. The question before us is rather, can the University put limits on what a group can print and distribute on campus, when that group is formally recognized by the University, occupies University property, and uses the University name?

I believe that as a community we can and should establish such limits, and see that they are respected. In an institution devoted to free inquiry and scholarly debate, those limits should be as wide as possible, but they should not, in my view, include the humiliation or degradation of groups because of their gender, race, or other personal characteristics. Such humiliation, however intended, has the result of denying to the affected groups the supportive, encouraging environment which should be our goal for all who study here.

Arts' resolution

Pat Clements, Dean of Arts, told Council that at a recent planning seminar, Arts Chairs unanimously passed a resolution to the effect

that Chairs and the Faculty continue and augment efforts to recruit qualified candidates in accordance with the University's commitment to equity in employment as noted in GFC policy.

New operating budget

Operating Budget Principles, Policies and Procedures 1990-91 were considered and approved.

There is provision for a stringency tax and a hiring freeze, said Vice-President (Administration) Allan Warrack. The one grey area is the Library and Computing Fee, a matter that's before the courts.

There was discussion on the intake of some 6,000 students since 1982-83 and the fact that the University currently receives about \$800 per student from Alberta Advanced Education. The average cost of teaching a student at this University is felt to be between \$8,000 and \$10,000. The vast majority of these students have enrolled in Arts and Science, in fact, in the last six years, enrollment in Arts and Science has increased 79 percent and 70 percent respectively. Staff increases over

the same period are 7 percent (Arts) and 1 percent (Science).

"We keep running faster and faster and falling further behind," was how President Davenport put it.

Dr Warrack said that under the auspices of the Universities Coordinating Council, Alberta's four universities will propose that the provincial government allow them to reach the national tuition fee average by increasing tuition fees \$200 a year for three years. The average at the University of Alberta (two semesters) is \$1,100; the national average is between \$1,600 and \$1,700.

BSc degree program in materials engineering proposed

The Faculty of Engineering made a case for the establishment, subject to the availability of funding, of a BSc degree program in materials engineering.

The undergraduate quota would be expanded in the second and subsequent years to accommodate 30 more students in the Materials program. The program calls for the addition, over a five year period, of four new academic staff.

Potential funding for research is very great because of the growing awareness in Canada's industrial sector of the importance of advanced industrial materials, said Dean Fred Otto.

GFC endorsed the proposal by a count of 78 to 6. □

GST

Continued from page two

the authors argue, is to categorize education and publicly supported research institutions within a tax free or "zero-rated" category.

"As with other activities in this category, a zero-rated educational institution would collect no tax on the goods and services it sells, but would be able to claim a full refund for any tax paid on purchases." Such a move would result in the institution not having to pay any longer the existing federal sales tax it now pays on supplies.

Prodding the government to invest more in people and ideas, the authors argue that the tax exempt status afforded colleges and universities "may seem to be the answer to the question of incentives for investment in people, but being in the tax exempt sector will not be the bonanza that at first it might seem." □

Search Committees for Vice-President (Student and Academic Services)

The President is striking a Search Committee to select a Vice-President (Student and Academic Services).

The composition of the Search Committee for Vice-President (Student and Academic Services) includes two members of the full-time and part-time faculty (Categories A1.1, A1.5 and A1.6) and one APO, FSO or Librarian (Categories A1.2, A1.3 or A1.4), who do not hold administrative positions and who are not on leave. Nominations for these positions are now being sought.

Written nominations supported by the signatures of five members of the full-time and part-time academic staff (not including the nominee) may be submitted to the Director of the University Secretariat, Ellen Schoeck Solomon, 2-5 University Hall. Nominations must be received by 22 December 1989, 4:30 pm. Nominees must agree to stand for election to the Search Committee. GFC regulations require that nominees may not be holders of administrative positions, such as Dean or Department Chair, since administrators are already represented on the Search Committee. The full composition of the Search Committee for Vice-President (Student and Academic Services), together with nomination and election procedures, were recently approved by GFC and are available in the University Secretariat (2-5 University Hall). If you have any questions about eligibility to serve or to nominate, or questions about who is included in staff Categories mentioned above, please call Ellen Schoeck Solomon at local 5430.

Vice-President (Development and Community Affairs)

The President is striking a Search Committee to select a Vice-President (Development and Community Affairs).

The composition of the Search Committee for Vice-President (Development and Community Affairs) includes two members of the full-time and part-time faculty (Categories A1.1, A1.5 and A1.6), who do not hold administrative positions and who are not on leave. Nominations for these positions are now being sought.

Written nominations supported by the signatures of five members of the full-time and part-time academic staff (not including the nominee) may be submitted to the Director of the University Secretariat, Ellen Schoeck Solomon, 2-5 University Hall. Nominations must be received by 22 December 1989, 4:30 pm. Nominees must agree to stand for election to the Search Committee. GFC regulations require that nominees may not be holders of administrative positions, such as Dean or Department Chair, since administrators are already represented on the Search Committee. The full composition of the Search Committee for Vice-President (Development and Community Affairs), together with nomination and election procedures, were recently approved by GFC and are available in the University Secretariat (2-5 University Hall). If you have any questions about eligibility to serve or to nominate, or questions about who is included in staff Categories mentioned above, please call Ellen Schoeck Solomon at local 5430.



LETTERS

Former Chair of English heartened by colleagues' 'high-principled commitment'

■ I was really impressed by last week's letters from colleagues in History, Romance Languages, Speech Pathology, Oral Biology, Philosophy, and Mechanical Engineering, and a copy of a not-yet-published letter sent me by a colleague in Economics.* So heartening is their high-principled commitment to equal treatment of the sexes on this campus that I address this letter directly to them.

You, colleagues, assure us that any published indication that in university hirings "the choice had been determined partly by the sex of the applicants" would have occasioned an "outcry" from you, even if those allegedly favored had been men rather than women. Sure it would. I believe you. I'm glad you never ran across the 1977 *Senate Task Force Report on the Status of Women*, which showed that only 12 percent of tenured/tenurable professors on this campus were female, or its *Progress Review* in 1987, which (though better) still showed only 16 percent women: such grotesque inequities would surely have proved distressing to people as concerned as you are with equal treatment of the sexes. No doubt if you *had* seen these reports, you would have written to *Folio* immediately. Perhaps not, though. Unequal numbers are not necessarily evidence of unequal treatment in hiring. Sophisticated statistics like Tom Powrie's might point towards the *probability* that discrimination against women had occurred, but only if one assumes that women are equally qualified, which of course would be rash. If in 1977 we had seven times as many male as female professors, that could well have been because men are naturally much better than women academically. And no hiring committees in the past *said* they were discriminating against women: if you don't say it, you're obviously not doing it. Besides, everybody knows that all through those years, though hiring committees had the best intentions, there just weren't any qualified women out there, or if there were, they somehow didn't want to apply to the U of A. Of course we wouldn't dream of going out looking for them, or framing advertisements encouraging them to apply; that would be discrimination against that disadvantaged group, men.

I quite agree that women are reluctant to apply to the U of A, which is why the English Department has for two years placed ads encouraging women to apply. (Despite your fears that this would scare off men, however, the first year that such encouragement appeared in the ad, our applications from men rose from 52 in 1987 to 128 in 1988, an increase of 146 percent.) My many conversations with potential applicants across Canada, men and women, have revealed persistent (if tactfully phrased) rumors that the U of A is a rustic intellectual backwater where women professors are not welcome, and where some male professors say openly that women have no place in the work force and should be home tending babies. I've done everything I could to scotch such ugly rumors, which are as off-putting to male as to female applicants. (What well-educated person wants a position at a reactionary university?) It's hard to imagine how these rumors could have got started.

Nor do I blame you for viewing with alarm the national conspiracy you describe: "A wave of preferential hiring is now sweeping across the universities of Canada, pushed by ideologies and federal bureaucrats. It is doing harm and injustice to many people, including the graduates of our own departments." (Letter from colleagues in Romance Languages, Speech Pathology, Oral Biology, Philosophy, and Mechanical Engineering, 23 November). This is indeed a frightening prospect, and so believable. Probably across the nation whole departments of Oral Biology are now staffed entirely by females; in Canada as a whole, male Mechanical Engineering professors are no doubt nearly extinct. In my discipline

nowadays, it's a seller's market, with jobs opening up all over Canada and departments competing strenuously for the best candidates; all the indications are that most university disciplines will suffer staff shortages through the next decade. But if you say you are still having trouble placing your graduate students in jobs, I believe you. No doubt it *is* because all the jobs in Canada are being taken by unqualified women at the insistence of federal bureaucrats.

If so, several of you can certainly take pride in your own departments, which have so successfully resisted this pernicious trend: Oral Biology, 11 male, 0 female professors; Philosophy, 16.5 male, 1 female; Mechanical Engineering, 23 male, 0 female; Economics, 31 male, 3 female. Men outnumber women in these four departments by over 20 to 1. Philosophy has had one female professor in its entire history; Mechanical Engineering has never had any. (I understand that the first female professor in the history of the Faculty of Engineering came on staff just this month.) The remaining three departments have more women professors: History, 30 male and 7 female professors; Romance Languages, 24 male, 8.5 female; Speech Pathology, 5 male, 4 female. Yet even in these departments, the male professoriate seems in no immediate danger of dying out. Grand total for your seven departments: 140.5 men, 23.5 women; men outnumber women by nearly six to one. No doubt this impressive evidence of a lack of discrimination against men reflects, in part, the vigilance over many years of people like you. No federal bureaucrats have been able to bully *you*. You've certainly earned the right to lecture the rest of us on equal treatment of the sexes. In these dangerous times, it's lucky the imperilled University can count on moral guardians like you, holding the line for fairness and quality.

Linda Woodbridge
Department of English

* Ed note: The "not-yet-published" letter (by Tom Powrie) appeared in *Folio* on 30 November.

Travel for recruitment purposes costly

■ I trust that the debate over merit with regard to hiring practices in English has now been thoroughly presented. However, in view of the difficulties of hiring staff of any gender/color? in the future due to a shrinking pool of suitable candidates, I wonder if Professor Woodbridge could share, in a public forum like *Folio*, how she managed to tour several universities in search of candidates? I am sure that such personal appearances are excellent for recruiting, but where does one find the financial resources? Our department has been lucky, in the past, to get one or two candidates to appear for a seminar. Tours by the Chair have not been possible. Professor Woodbridge's initiative is one which should be followed by others to ensure that high quality candidates come to Alberta in the years ahead, but an indication of the necessary sources of funding for such ventures would be welcome.

BM Patchett
Department of Mining, Metallurgical and Petroleum Engineering

Don't forget the University's repository mission

■ People often limit their perceptions of the missions of universities to teaching, research and professional and public service, ignoring the immensely important fourth mission: that of being a key repository of important documents, and collections of special artifacts. The Board of Governors should evolve a way of effectively carrying out the University of Alberta's repository mission.

Shirley Stinson
Nursing and Department of Health Services
Administration and Community Medicine

Artistry of Roman lamp makers on display at Classics Museum

If, as people often say, a picture is worth 1,000 words, then an artifact is worth 1,000 pictures, suggests Jeremy Rossiter (Classics). "Being able to show students, first-hand, objects created during the Classical Period has a powerful impact which textbooks simply cannot provide." While his words apply to the Classics Museum collection (the Hardy Collection of Near Eastern and Classical Antiquities) in general, they're particularly apt for the special, temporary exhibit of 2nd to 6th century AD Roman pottery lamps from Carthage in North Africa, on until the end of December. "It's a rare opportunity to see this kind of collection on display here," notes Dr Rossiter.

The 10 lamps, from 15 to 20 cm in length, have been selected from hundreds excavated by the University of Michigan and the University of Ottawa and are on loan from the Institut National d'Archeologie and d'Art in Tunis to Dr Rossiter for research. "They represent the normal apparatus for lighting in the Roman world . . . the burning of olive oil was used around the Mediterranean for centuries and in the Roman period, the art of lamp making reached a particularly refined level."

Produced in moulds, the lamps vary in types of clay (a more common buff-colored coarseware, a higher quality African red slip ware) and in the ornate and distinctive designs with which they are decorated. Among the more sophisticated motifs shown are a

Sphinx, a gladiator, and a Christian monogram.

As a consultant for the archeological work, Dr Rossiter is cataloguing and publishing series of reports on the lamps discovered in these excavations. "They have enabled me to draw new conclusions about the chronology of the form and decoration of lamps produced in Carthage and to provide revisions to the established typology," he comments.

The exhibit highlights one of the primary functions of the Classics collection, which is to illustrate the range of everyday objects produced in the Classical world. In that way, it reinforces the teaching of the department, becoming a valuable tool for many 200 and 300 level courses (Greek and Roman art, ancient technology, Greek, Roman and ancient Near Eastern civilizations) and an exceptional resource for graduate students. As well, the exhibit takes the Classics Museum in a new direction by

demonstrating its use as a 'window' on the archeological research which members of the department conduct.

The Classics Museum attracts people from around campus and beyond with about 250 artifacts, mainly from Greek and Roman civilizations but also from other ancient Near Eastern cultures. Its rich assortment of objects, which include a Mesopotamian inscribed

cuneiform brick, 6th century BC Greek painted pottery, Roman silver coins, ancient Phoenician glass, Roman bronze surgical instruments, and Egyptian figurines, has drawn visits from the University Senate and junior and senior high schools. "This collection is the only major exhibition of Classical artworks in Western Canada," says Dr Rossiter. □



Roman oil-lamp from Tunisia, c 450 AD

Need for much more research to explain child abuse, Family Studies instructor says

Research reveals that in a majority of child abuse situations it is not a single, isolated incident, but rather an ongoing pattern of interaction between the parent and child, says Berna Skrypnek, a sessional instructor with the Department of Family Studies.

Speaking recently on the topic of intergenerational transmission of family violence, Dr Skrypnek said, "I find it very distressing that based on the best research we have available right now that we can estimate that one out of 25 children has been beaten by their parents and that very likely that's an ongoing pattern."

Noting that it is very difficult to try to reverse the effects that it has on children with therapy, she said, "This is a social problem that deserves greater attention than it is receiving right now. Also, as a clinician, I found it very frustrating that there was a lack of programs for child victims and for families to address this problem in the Edmonton area."

"I also found it frustrating that there are large gaps between

theory, research and practice in the area of family violence," she said, adding that more research and development of theory would help society understand abuse and determine what factors lead to it, as well as providing a sound knowledge base for developing educational programs and therapeutic interventions that would stop abuse or prevent abuse in high risk families.

Using a definition of abuse which included physical and emotional abuse—really the acts of commission and not acts of omission—Dr Skrypnek went on to outline the strengths and weaknesses of four existing theoretical models for explaining abuse. They included the psychiatric, sociological, developmental and social-psychological models.

Dr Skrypnek went on to outline her own preliminary theoretical model. Citing a number of researchers' findings that rather than direct modelling of aggressive behavior being responsible for the intergenerational transmission of

abuse, what is transmitted from one generation to the next is a general social skill deficit. The researchers say "that socially incompetent parents produce socially incompetent children and one outcome of this social incompetence is abuse," she said.

"This notion of social competence as one of the mechanisms that accounts for child abuse has me excited about conducting research in this area." She said her research, clinical work and review of the literature all fell into place and made sense in a way it hadn't before.

The concept of social competence is the ability to initiate and sustain interaction between people that results in mutually beneficial outcomes, or at least to the other individual involved. "And clearly abusive parents are not successful in that regard," she argued.

Dr Skrypnek said the researchers who propose the concept of social competence don't take it far enough and don't identify the kinds of skills necessary for people

Continued on page nine

Archives acquires public survey on Edmonton tornado

The University of Alberta Archives has received from RB Charlton, Meteorology Division, Department of Geography, the report "The Public Survey of the Edmonton Tornado." The report, coauthored by Dr Charlton, M Bourassa, and C Nguyen, contains a review of the survey sheets distributed to the populace in the *Edmonton Journal*, maps and analyses, and reprints of citizens' responses.

The 24 cm of report materials are open for research at the University of Alberta Archives. □

Research into child abuse

Continued from page eight

to behave in socially competent ways.

Explaining her own preliminary ideas on social competence, she said there are really four distinct stages involved. To behave in a socially competent fashion, a person must be paying attention to the social cues; be able to correctly interpret those cues; have a knowledge of appropriate behavioral responses; and have the ability to enact that appropriate behavior, she explained, adding that a person must also be able to assess the other person's reactions.

She went on to point out that research suggests that abusive parents have deficits in each of these areas. She cited a number of examples based on research on abusive parents (although most of the research deals only with mothers). Some research found that abusive parents: are selectively

inattentive; may not be adequately interpreting specific emotions; may be passing down inappropriate notions about appropriate behavioral responses; and tend to feel that physical punishment is more justifiable.

She added, however, that based on her clinical experiences, abusive parents can explain very well what the appropriate behavior is in given situations, but the problem lies in their inability to actually enact that. They simply didn't have the motivation required and to engage in the appropriate behavior would require putting the child's needs before the parents' needs, she said, adding research indicates abusive parents are very egocentric and motivated by internal needs and desires.

Dr Skrypnek said the model may help to more adequately explain abuse and predict who's at risk. It could also be useful in developing programs to prevent or treat abuse. □

Data Library helps researchers meet SSHRC requirements

The University Computing Systems Data Library provides researchers and students with research data for secondary analysis and archives and disseminates data emanating from original research.

The Social Sciences and Humanities Research Council of Canada (SSHRC) has recently renewed its commitment to the preservation of survey data collected for projects that it supports. This makes the data repository function of the Data Library an important service for prospective SSHRC grant applicants conducting survey research.

Annex J of *Research Grants: Guide for Applicants* (SSHRC, 1989) states the conditions under which SSHRC expects researchers to archive machine-readable data: "Preservation of data: The data collected in a survey is often of great value and should be preserved. It is expected that researchers will deposit their data with an organization (archives, data bank, university survey centre) which can ensure preservation and distribution and that it is used in an ethical way. Applicants must submit on their application the name of

the organization selected and the terms of the agreement."

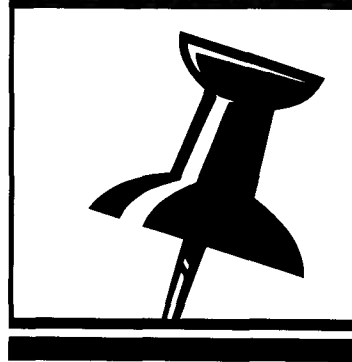
The Data Library is available to assist campus researchers both in completing this specific requirement at the time of application and in preserving their machine-readable data files upon completion of a project.

Letters of support indicating the Data Library's willingness to act as depository and distributor of a researcher's data can be supplied to accompany SSHRC applications.

The Data Library will also assist with the construction, cleaning, documentation, and dissemination of data files to be deposited. Fees for archiving data are determined on a project-by-project basis with staff time making up the largest single charge. Data files ready for direct deposit are accepted without charge.

For further information on using the Data Library and its services, contact Data Librarian Anna Bombak, at 492-5212, or Data Library Coordinator Chuck Humphrey, at 492-2889. Alternatively, visit the library at its new location in 2-19 Central Academic Building. □

CURRENTS



Nominations invited for Faculty of Arts Undergraduate Teaching Awards

In the interests of recognizing excellence in teaching and to encourage teaching of the highest quality, the Faculty of Arts gives up to three Undergraduate Teaching Awards annually. The Faculty of Arts Undergraduate Teaching Awards Committee is interested in receiving nominations for this award. Permanent staff with at least five years of full-time teaching experience are eligible. Nominations can be made by students, colleagues and/or Department Chairs. Because each department is permitted only one nomination and documentation is required, interested persons should discuss possible nominations with the appropriate Department Chair. The deadline is 15 January 1990.

The Faculty committee also selects from the nominations it receives the Faculty of Arts' nominees for the University's Rutherford Awards for Excellence in Undergraduate Teaching.

Introduction to Online Searching in the Health Sciences

What: Do-it-yourself searching of MEDLINE and other key health sciences data bases.

In the lecture both the theory and mechanics of formulating and executing a computer search will be discussed. The lab session puts into practice concepts and techniques from the lecture.

Who: Graduate students, residents, faculty members, or other staff who are directly involved in teaching or research.

When and where: Lecture: Friday, 15 December, 2-4:30 pm, Conference Room, JW Scott Library. Labs: Monday, 18 December, 6-7:15 pm or 7:30-8:45 pm. Tuesday, 19 December, 6-7:15 pm (if necessary).

To register: Contact the JW Scott Library reference desk at 492-7947 to sign up for the lecture. Sign-up for the lab at the lecture. There is no charge for the lecture or for first time lab attendees.

Christmas social

The Tools for Peace Campus Club will hold a Christmas social Friday, 8 December, at 6 pm in 14-14 HM Tory Building. Everyone welcome.

Retirement reception for Moyna Parker

The Faculty of Rehabilitation Medicine will be holding a reception in honor of Moyna Parker's retirement from the Department of Physical Therapy. An invitation is extended to Professor

Parker's colleagues and friends to attend the reception on Wednesday, 13 December, from 4 to 6 pm in the Upstairs Lounge of the Faculty Club.

Synthetic Peptides Inc linked to Networks of Centres of Excellence

Researchers at the University of Alberta and Synthetic Peptides Inc (the industrial collaborator) are members of two of the selected networks in biotechnology research which are being supported under the Industry Science and Technology Canada \$240 million Networks of Centres of Excellence Program. The networks are: Protein Engineering: 3D Structure, Function and Design; and Bacterial Diseases: Molecular Strategies for the Study and Control of Bacterial Pathogens of Humans, Animals, Fish and Plants.

Financial support of research for the next four years will be directed to the two networks. □

Addenda

An article on the "Reefs: Fossils, Skeletons and Shimmering Life" exhibit (*Folio*, 16 November) at the Provincial Museum overlooked two things: the exhibit is a joint undertaking (the U of A's paleontological collection and the Provincial Museum) and funding was provided by the Museum Assistance Program, Communications Canada.

The exhibit continues until 19 December. □

EVENTS



Talks

Centre for International Business Studies

7 December, 2 pm Stephen Blank, director of the Institute for US-Canada Business

Studies, Pace University, New York, "Japan and North American Free Trade—Some Implications." Business Building. RSVP: 492-2225.

Animal Science

7 December, 2 pm JN Petite, Department of Animal and Poultry Science, University of Guelph, "The Development of Somatic and Germline Chimeras in the Chicken and the Prospects for Gene Manipulation." 318J Agriculture-Forestry Centre.

Geography

7 December, 3 pm Alwynne Beaudoin, Archaeological Survey of Alberta, "Late Glacial and Early Holocene Vegetation and Landscapes of Alberta." 3-36 Tory Building.

Entomology

7 December, 4 pm Kari Vepsäläinen, Department of Zoology, University of Helsinki, "Parasitism of Waterstrider Eggs by a Scelionid Wasp in Finland." TBW-1 Tory Building.

Alberta Heritage Foundation for Medical Research

7 December, 4 pm A James Liedtke, professor of medicine and head, Cardiology Section, University of Wisconsin Medical School, "Metabolic Alterations in Myocardial Ischemia and Reperfusion." 207 Heritage Medical Research Centre. Sponsor: Cardiovascular Disease Research Group.
7 December, 4 pm Richard C Condit, Department of Biochemistry, State University of New York at Buffalo, "Characterization of Vaccinia Virus Genes Affecting Host and Viral RNA Stability." 2-27 Medical Sciences Building.
12 December, 4 pm Ailish Hayes, pediatrician and consultant in teratology, Massachusetts General Hospital, "Retinoid Teratogenesis: Anti-Acne Drug (Accutane) and its Effect on the Fetus." 5-10 Medical Sciences Building. Presented by Anatomy and Cell Biology, Obstetrics and Gynecology, Pediatrics.

Slavic and East European Studies

7 December, 7:30 pm Wojciech Ligeza, Institute of Polish Studies, Jagiellonian University, Cracow, Poland, "Polish Military Poetry Written Abroad: 1939-1945." (Lecture in Polish.) Senate Chamber, Arts Building.

Anatomy and Cell Biology, Molecular Genetics, Carcinogenesis Laboratory, Cross Cancer Institute

12 December, noon Patricia Camp, postdoctoral fellow, Department of Medicine/Division of Endocrinology, State University of New York at Stony Brook, "Steroid Modulation of CNS Neuropeptide Expression." 5-10 Medical Sciences Building.

Forest Science

13 December, 3:30 pm Ted EH Hogg, "Potential Greenhouse Gas Emission

From Peat Profiles: Effects of Temperature, Drainage and Fire." 2-1 Mechanical Engineering Building.

Canadian Institute of Ukrainian Studies

14 December, 7:30 pm Bohdan Krawchenko, "Ukraine Today: The Dynamics of the National Movement." 2-115 Education North.

The Arts Exhibitions

McMullen Gallery

Until 15 December "The Art Fibre." 1G1.08 Mackenzie Health Sciences Centre. 492-4211.

FAB Gallery

Until 17 December "Kim Houghtaling sculpture." 1-1 Fine Arts Building. 492-2081.

Bruce Peel Special Collections Library

Until 29 December "Printed at the Curwen Press"—a miscellany of books, periodicals and ephemera produced at the Press during its heyday, 1919-1956. Hours: 8:30-4:30 Monday and Friday; 8:30-6 Tuesday, Wednesday, Thursday; noon-5 pm Saturday.

Music

10 December, 8 pm Concert Choir performance. Debra Ollikkala, director, with Marnie Giesbrecht, organist. Admission: \$5/adults; \$3/students and seniors. First Presbyterian Church.

Myer Horowitz Theatre

1 December, 8 pm Wildlands Wildlife Club/Friends of the North present "Amazon North with Valdy and Guests." 436-3156.
5 December, 8 pm Patricia Neary's "Ballet."
7 December, 6 pm The Learning Disability Association of Alberta presents a "Family Variety Show." 426-2525.
8 December, 5:30 and 8:30 pm Uncles at Large presents "Uncles Christmas Comedy Review."
15 to 17 December, 7 pm Stage Polaris presents "The Cricket on the Hearth" by Charles Dickens.
21 December, 6 pm Junior Chamber of Commerce presents "Family Christmas Variety Show." 426-2525.

Award opportunities

Edna Minton Endowment Fund for Cancer Nursing Research

Through a generous donation from Maurice C Minton, the establishment of the Edna Minton Endowment Fund for Cancer Nursing Research was made possible. The intent of the endowment is to enhance the quality and quantity of cancer nursing research for the purpose of improving nursing practise and patient care. Funding categories include Research Projects (maximum grant \$3,000), Feasibility Projects (maximum

grant \$1,000) and Student Bursaries (maximum grant \$500). The endowment fund is available to registered nurses who hold an appointment in, or have an affiliation with, a health care agency, educational institution, or other nursing organization in Alberta. Student bursaries are intended to assist registered nurses, enrolled in master's or doctoral programs, to meet research related expenses incurred while conducting supervised research investigations (projects, thesis, or dissertation) which focus on cancer nursing.

Guidelines and application forms are available from both the Nursing Research Office, Faculty of Nursing, 3-106 Clinical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2G3 (telephone 492-6832), and the Department of Nursing, Cross Cancer Institute, 11560 University Avenue, Edmonton, Alberta, T6J 1Z2 (telephone 492-8549). Application forms should be submitted by 5 January 1990, 4:30 pm, to: Nursing Research Office, Faculty of Nursing, University of Alberta, 3-106 Clinical Sciences Building, Edmonton, Alberta T6G 2G3.

Shastri Indo-Canadian Institute Summer Program in India

The Summer Program in India includes seminars at an Indian university, travel to major centres of interest across the country, and first-hand exposure to the sights and sounds of today's India.

For further information, write to: Executive Director, Shastri Indo-Canadian Institute, 2500 University Drive, Calgary, Alberta T2N 1N4.

Deadline for receiving applications: 15 February 1990.

Positions

The University of Alberta is committed to the principle of equity in employment.

In accordance with Canadian Immigration requirements, these advertisements are directed to Canadian citizens and permanent residents.

Academic

Assistant to the Dean, Faculty of Extension (temporary position)

Responsibilities:

- Assist the Dean in preparing reports on Faculty matters;
 - Provide secretariat services, including compilation and distribution of materials, preparation of agenda and minutes, and editorial assistance for the Faculty's General Program Policy and Review Committee;
 - Undertake specific projects of an administrative nature.
- Qualifications:
- Demonstrated excellence in writing and editing;
 - Ability to undertake and carry out research and make recommendations about administrative matters;
 - Ability to use Macintosh Plus word processing programs.

A bachelor's degree and familiarity with university organization and administration are required. A master's degree and work experience at the University of Alberta preferred. Term: Six months beginning 1 January 1990 with the possibility of extension.

Salary: \$3,400 to \$4,100 per month, depending upon education and experience.

A letter of application, a résumé, and the names of three references should be received by 15 December 1989. Send to: Dr Dennis Foth, Dean, Faculty of Extension, University of Alberta, 8811 111 Street, Edmonton, Alberta T6G 2G4.

Support Staff

To obtain further information on the following positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 492-5201. Due to publication lead time and the fact that positions are filled on an ongoing basis, these vacancies cannot be guaranteed beyond 1 December. For a more up-to-date listing, please consult the weekly Employment Opportunities Bulletin and/or the postings in PSSR.

Positions available as of 1 December 1989.

The salary rates for the following positions reflect adjustments in accordance with the terms for the implementation of the Pay Equity Program.

Clerk Typist, (Part-time), Grade 3, Physical Plant, (\$881-\$1,085) (prorated)
Clerk Typist, Grade 4, Housing and Food Services, (\$1,602-\$1,973)
Senior Financial Records Clerk, Grade 4, Housing and Food Services, (\$1,602-\$1,973)
Clerk Steno, (Part-time/Term), Grade 4, Comparative Literature, (\$801-\$987) (prorated)
Clerk Typist, Grade 5, Physical Education and Sport Studies, (\$1,623-\$2,166)
Clerk Steno, Grade 5, Drama, (\$1,623-\$2,166)
Clerk Steno, Grade 5, Faculty of Extension (English Language Program), (\$1,623-\$2,166)
Library Assistant, Grade 5, (Term for 6 months), Career and Placement Services, (\$1,679-\$2,166)
Accounts Clerk, (Term to 15 May 1990), Grade 5, Home Economics, (\$1,749-\$2,166)
Accounts Clerk, (Term to 31 July 1990), Grade 5, Health Sciences Laboratory Animal Services, (\$1,749-\$2,166)
Accounts Clerk (Term to 31 August 1990), Grade 5, University Computing Systems, (\$1,749-\$2,166)
Student Records Processing Clerk, Grade 5, Faculty of Extension (General Office), (\$1,749-\$2,166)
Secretary, Grade 5, Rural Economy, (\$1,749-\$2,166)
Secretary, Grade 6, Faculty of Extension (Government Studies), (\$1,808-\$2,386)
Admission Records Assistant, Grade 7, Office of the Registrar, (\$1,808-\$2,612)
Building Service Worker (37.5 hours/week), Grade 5, Physical Plant - Building Services, (\$1,874-\$2,321)
Typographical Tradesman, Grade 6, Printing Services, (\$2,051-\$2,556)
Administrative Assistant, Grade 7, (Term), Personnel Services and Staff Relations, (\$2,084-\$2,612)
Instrument Technician, Grade 7, Chemical Engineering, (\$2,084-\$2,612)
Administrative Assistant, Grade 8, Faculty of Extension, (\$2,251-\$2,839)

The following positions retain salary rates in accordance with the previous classification system and pay plan.

Clerk (Term to 31 March 1990), Alumni Affairs, (\$1,233-\$1,525)

Clerk Typist II (Part-time/Trust), Rick Hansen Centre, (\$8.73-\$10.84/hour)
 Clerk Typist III (Part-time/Trust), Home Economics (Foods and Nutrition), (\$885-\$1,112) (prorated)
 Clerk Steno III (Trust/Term to 30 June 1990), Office of Research Services (Technology Transfer), (\$1,475-\$1,853)
 Clerk Steno III (Trust/Term to 15 November 1990), Physics, (\$1,475-\$1,853)
 Library Clerk III (Term for 1 year), Educational Psychology, (\$1,475-\$1,853)
 Secretary (Trust), Faculty of Medicine, (\$1,645-\$2,100)
 Technician I (Trust), Psychology, (\$1,705-\$2,189)
 Technologist I/II (Trust/Term to 30 June 1991), Faculty of Medicine, (\$2,100-\$2,960)
 Technologist II (Trust), Civil Engineering, (\$2,283-\$2,960)

Advertisements

Accommodations available

Victoria properties - Experienced, knowledgeable realtor with Edmonton references will answer all queries, and send information. No cost or obligation. Call collect (604) 595-3200, Lois Dutton, Re/Max Ports West, Victoria, BC.

Rent - January for one year, two-plus bedroom bungalow, fully furnished, large lot, garden. Pleasantview, quiet area close to schools, bus, stores. \$650/month. Nonsmokers. 435-2027.

Sale - University area, \$86,500, updated two bedroom bungalow, possible suite downstairs. New siding, windows, furnace. Convenient Beaupark location. Ed Lastiwka, Royal LePage Realty, 437-7480, 437-4984.

Rent - Three bedroom bungalow, main floor, three year old house, five appliances, \$650/month, 10844 68 Avenue. Jeff, 433-3751 after 6 pm.

Rent - 15 December, Lendrum, top floor, bungalow, three bedrooms, excellent condition, new carpet, drapes, fireplace, washer/dryer. Large yard, mature trees, shrubbery. One car garage. \$800. Dale, 438-5130, 492-3928.

Rent - New executive 3,000 square foot house, Terwilliger Park Estates, \$2,000 per month. Phone 437-6603 or 433-5377.

Rent - New two storey, two bedroom, loft, fireplace, jacuzzi. \$1,000. Western Relocation, 434-4629.

Rent - Perfect family home! Blue Quill, executive two storey, four bedrooms, den, family room with fireplace, furnished and coordinated, 3,000'. Lease \$2,000/month, 1 December, Western Relocation, 434-4629.

Sale - Three bedroom bungalow, 900', Bonnie Doon area, \$76,500. 466-5806.

Rent - North Windsor Park bungalow, 1 February 1990-30 June 1990. Western Relocation Services, 434-4629.

Rent - Furnished, customized bungalow, Lansdowne, 3 January 1990-3 April 1990, \$850/month. Western Relocation Services, 434-4629.

Rent - Furnished bungalow, Pleasantview, one year, \$695. Western Relocation, 434-4629.

Sale - Windsor Park, spacious home on spacious lot. Two storey, hardwood floors, lovely west yard. Chris Tenove, 436-5250, Spencer Realty.

Accommodations wanted

Responsible, young, working couple willing to housesit. University area preferred. Leslie, 492-5266, 998-7358.

Goods for sale

Cash paid for appliances, 432-0272.

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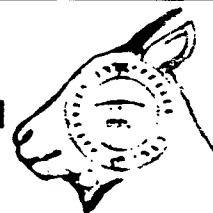
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